

# QUINCY BROADCASTING COMPANY

WGEM-TV WGEM-AM WGEM-FM WGEM-FOX WGEM-CW

## EEO PUBLIC FILE REPORT

8/1/11 – 7/31/12



**WGEM AM, WGEM FM, WGEM TV****EEO PUBLIC FILE REPORT****August 1, 2011 - July 31, 2012****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Creative Services Producer	1-16, 18-36, 38-57	52
Creative Services Producer	1-16, 18-36, 38-57	51
Content Producer	1-16, 18-36, 38-57	52
Account Executive - Radio	2-5, 7-24, 26-35, 37, 39-40, 43-57	52
Account Executive	2-5, 7-24, 26-35, 37, 39-41, 43, 45-57	51
Multimedia Journalist	2-5, 7-24, 26-35, 37, 39-41, 43-57	43
Production/Technical Assistant	2-5, 7-24, 26-29, 32-33, 35, 37, 39-41, 43-45, 47-57	52
Traffic Coordinator	2-5, 7, 9-13, 15-17, 19-24, 26, 29, 32- 33, 35, 37, 39-41, 44-45, 47-57	51
Account Executive - Radio	2-5, 7, 9-13, 15-24, 29-35, 37, 39-41, 44-45, 47-57	51

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## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications/Marketing IdeaNet Jobs 4349 E Colter St Phoenix, Arizona 85018 Phone : 602-954-8373 Url : <a href="http://602communications.com">http://602communications.com</a> Email : Fax : Manual posting Sandy Lizik	N	0
2	Adecco 1891 Maine St Quincy, Illinois 62301 Phone : 217-223-5200 Url : <a href="http://www.adecco.com">www.adecco.com</a> Email : <a href="mailto:cheryl.liggett@adeccona.com">cheryl.liggett@adeccona.com</a> Fax : 1--- Cheryl Liggett	N	0
3	Anixter Center's Professional Placement Program 2001 N Clybourn 3rd Floor Chicago, Illinois 60614 Phone : 773-248-6500 Email : <a href="mailto:Lkaige@anixter.org">Lkaige@anixter.org</a> Fax : 1-773-248-7345 Liz Kaige	N	0
4	Augustana College 639 38th St Rock Island, Illinois 61201 Phone : 309-794-7426 Email : <a href="mailto:aaodt@augustana.edu">aaodt@augustana.edu</a> Fax : Douglas Tschoop	N	0
5	Back of the Yards Neighborhood Council 1751 W 47th St Chicago, Illinois 60609 Phone : 773-523-4416 Email : <a href="mailto:yayaacm@msn.com">yayaacm@msn.com</a> Fax : 1-773-254-3525 Career Service	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Board of Education 1416 Maine St Quincy, Illinois 62301 Phone : 217-223-8700 Email : Fax : Manual posting Penny Little	N	0
7	Bradley University, Communications and Fine Arts 1501 W Bradley Ave Peoria, Illinois 61625 Phone : 309-677-2510 Email : arodgers@bradley.edu Fax : 1-309-677-2611 Alyssa Rodgers	N	0
8	Collective Talent Illinois Phone : Url : www.collectivetalent.com Email : Fax : Manual posting Career Service	N	0
9	Community Renewal Society 332 S Michigan Ave Chicago, Illinois 60604 Phone : 312-427-4830 Email : Fax : 1-312-427-6130 Althen Blakey	N	0
10	Culver- Stockton College One Chicago Hill Canton, Missouri 63435 Phone : 573-288-6000 Url : www.culver.edu Email : nnish@culver.edu Fax : 1--- Nancy Nish	N	0
11	Eastern Illinois University 600 Lincoln Ave Charleston, Illinois 61920 Phone : 217-581-2412 Email : ddendsley@eiu.edu Fax : 1-217-581-2222 Debbie Endsley	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Elmhurst College 190 Prospect Ave Elmhurst, Illinois Phone : 630-617-3460 Email : Fax : 1-630-617-3393 Annette Coduto	N	0
13	GREDF 300 Civic Center Ste #256 Quincy, Illinois 62301 Phone : 217-223-4313 Email : gredf@gredf.org Fax : 1--- Jim Mentesti	N	0
14	Illinois Broadcasters Association 200 Missouri Avenue Carterville, Illinois 62918 Phone : 217-793-2636 Url : www.ilba.org Email : Fax : Manual posting Deb Gray	N	0
15	Illinois Center for Broadcasting 55 W 22nd St #240 Lombard, Illinois 60148 Phone : 630-916-1700 Email : placement.chicago@beonair.com Fax : 1-630-916-1764 Chip Egan	N	0
16	Illinois Department of Human Services Office 2435 Broadway Quincy, Illinois 62301 Phone : 217-224-2600 Email : DHS27114@dhs.state.il.us Fax : 1-217-224-1921 Donna Ryan	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
17	Illinois Institute of Art 1000 Plaza Drive Schaumburg, Illinois 60173 Phone : 800-314-3450 Url : <a href="http://www.artinstitutes.edu/schaumburg">www.artinstitutes.edu/schaumburg</a> Email : <a href="mailto:dsattler@aia.edu">dsattler@aia.edu</a> Fax : 1-847-585-4658 Danielle Sattler	N	0
18	Illinois News Broadcasters Asso. Illinois Phone : Email : <a href="mailto:borowmaq@aol.com">borowmaq@aol.com</a> Fax : 1--- Career Services	N	0
19	Indiana University Bloomington 625 Jordan Ave Bloomington, Indiana 47405 Phone : 812-855-5234 Email : <a href="mailto:jnickles@indiana.edu">jnickles@indiana.edu</a> Fax : 1-812-855-2121 Career Service	N	0
20	John Wood Community College 1301 S 48th St Quincy, Illinois 62305 Phone : 217-641-436 Url : <a href="http://www.jwcc.edu">www.jwcc.edu</a> Email : <a href="mailto:mbarry@jwcc.edu">mbarry@jwcc.edu</a> Fax : 1--- Career Service	N	0
21	KTIV-TV 3135 Floyd Blvd Sioux City, Iowa 51108 Phone : 712-239-4100 Url : <a href="http://www.ktiv.com">www.ktiv.com</a> Email : <a href="mailto:kclayton@ktiv.com">kclayton@ktiv.com</a> Fax : Kathy Clayton	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	KTTC 6301 Bandel Road NW Rochester, Minnesota 55901 Phone : 507-280-5104 Url : www.kttc.com Email : ljacobs@kttc.com Fax : Lynn Jacobs	N	0
23	KWWL 500 East 4th St Waterloo, Iowa 50703 Phone : 319-291-1259 Url : www.kwwl.com Email : bblake@kwwl.com Fax : Beth Blake	N	0
24	Loyola Internship & Career Center 820 N Michigan Ave Chicago, Illinois 60611 Phone : 312-915-7300 Email : msmith@luc.edu Fax : Maureen Smith	N	0
25	Manpower #2 Melgrove Lane Hannibal, Missouri 63401 Phone : 573-221-1144 Email : Fax : Manual posting Placement Advisor	N	0
26	Media Line Illinois Phone : Email : mark@medialine.com Fax : 1-408-648-5204 Career Service	N	0
27	Medill School of Journalism Northwestern Univ. 1845 Sheridan Road Fisk Hall - Room #106 Evanston, Illinois 60208 Phone : 847-467-1238 Email : j-obrien@northwestern.edu Fax : 1--- Jim O'Brien	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Millikin University 1184 W Main St Decatur, Illinois 62522 Phone : 217-424-6294 Email : career-center@millikin.edu Fax : 1-217-362-6407 Pam Folger	N	0
29	Missouri Career Center 203 N 6th St Hannibal, Missouri 63401 Phone : 573-248-2520 Url : www.missouricareersource.com Email : kim.cull@ded.mo.gov Fax : 1--- Career Service	N	0
30	NAACP-Illinois PO Box 22 Quincy, Illinois 62306 Phone : 217-222-4206 Url : www.illinoisnaacp.org Email : Fax : Manual posting Annise Mallory	N	0
31	NAACP-Missouri 601 Magnolia Ave Hannibal, Missouri 63401 Phone : 573-248-0844 Url : www.naacp.org Email : Fax : Manual posting Annie Dixon	N	0
32	NJ Herald 2 Spring St Newton, New Jersey 7860 Phone : 973-383-1500 Url : www.njherald.com Email : kdixon@njherald.com Fax : Karen Dixon	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Parkland College 2400 W. Bradley Ave A175 Champaign, Illinois 61821 Phone : 217-351-2536 Email : sspencer@parkland.edu Fax : 1-217-351-2882 Carolyn Martin	N	0
34	Quanada 2707 Maine St Quincy, Illinois 62301 Phone : 217-222-3069 Email : Fax : Manual posting Megan Duesterhaus	N	0
35	Quincy Area Chamber 300 Civic Center Ste #245 Quincy, Illinois 62301 Phone : 217-222-7980 Url : www.quincychamber.org Email : Fax : Manual posting Amy Looten	N	0
36	Quincy Herald Whig 130 S 5th St Quincy, Illinois 62301 Phone : 217-223-5100 Url : www.qni.biz Email : jschulz@qni.biz Fax : 1--- Jena Schulz	N	0
37	Quincy Herald Whig 130 S 5th St Quincy, Illinois 62301 Phone : 217-221-3409 Url : www.qni.biz Email : aborden@qni.biz Fax : 1--- Ashley Borden	N	1

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38	Quincy Newspapers Inc 130 S 5th St Quincy, Illinois 62301 Phone : 217-223-5100 Url : www.qni.biz Email : aborden@qni.biz Fax : 1--- Ashley Borden	N	0
39	Quincy University 1800 College St Quincy, Illinois 62301 Phone : 217-228-5240 Email : liesekr@quincy.edu Fax : 1-217-228-5649 Kristen Liesen	N	0
40	Smith Career Center 1501 W Bradley Avenue Peoria, Illinois 61625 Phone : 306-677-2513 Email : sandymc@bradley.edu Fax : 1--- Sandy McDermott	Y	0
41	Social & Educational Services 5244 N Lakewood Chicago, Illinois 60640 Phone : 773-878-6035 Email : Fax : 1-773-878-6037 Hilda Lozano	N	0
42	TVBJobs Illinois Phone : Url : www.tvbjobs.com Email : Fax : Manual posting Career Services	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	TvJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800.374.0119 Url : www.tvjobs.com Email : Fax : Manual posting Mark Holloway	N	4
44	Univ of Chicago, Career Advising and Planning Svc 1212 E 59th St Chicago, Illinois 60637 Phone : 773-702-7040 Url : www.caps.uchicago.edu Email : capsposting@yahoo.com Fax : 1--- Max Brooks	N	0
45	University of Illinois at Springfield One University Plaza Student Affairs Building, Room 50 Springfield, Illinois Phone : 217-206-6508 Email : careerservices@uis.edu Fax : 1-217-206-7544 Career Service	N	0
46	University of Illinois at Urbana/Champaign 810 S Wright St 24 Gregory Hall Urbana, Illinois 61801 Phone : 217-333-1508 Email : lholley@uiuc.edu Fax : Lynn Holley	N	0
47	Vatterott College 3609 N Marx Drive Quincy, Illinois 62301 Phone : 217-224-0600 Url : www.vatterott.edu Email : mike.brogan@vatterott-college.edu Fax : 1-217-223-6771 Mike Brogan	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	WAOW-TV 1908 Grand Ave Wausau, Wisconsin 54403 Phone : 715-842-2251 Url : www.waow.com Email : kfuller@waow.com Fax : 1--- Kelly Fuller	N	0
49	WGEM Employee Bulletin Board 513 Hampshire St Quincy, Illinois 62301 Phone : 217-228-6600 Url : www.wgem.com Email : Fax : Manual posting Career Services	N	0
50	WGEM In-House/Other 513 Hampshire St Quincy, Illinois 62301 Phone : 217-228-6600 Url : www.wgem.com Email : Fax : Manual posting Career Services	N	3
51	WGEM Walk-In/Other 513 Hampshire St Quincy, Illinois 62301 Phone : 217-228-6600 Url : www.wgem.com Email : Fax : Manual posting Career Services	N	10
52	WGEM website 513 Hampshire Quincy, Illinois 62301 Phone : 217-228-6617 Email : Fax : Manual posting Donna Vancil	N	14

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
53	WKOW/WYOW 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-661-2794 Url : www.wkow.com Email : jmillier@wkowtv.com Fax : Jessica Miller	N	0
54	WREX 10322 Auburn Road PO Box 530 Rockford, Illinois 61105 Phone : 815-335-7856 Url : www.wrex.com Email : ttruesdale@wrex.com Fax : Trista Truesdale	N	0
55	WSJV 58096 County Road #7 S Elkhart, Indiana 46517 Phone : 574-343-5310 Url : www.fox28.com Email : hstewart@fox28.com Fax : Heather Stewart	N	0
56	WVVA-TV 3052 Big Laurey Hwy PO Box 1930 Bluefield, West Virginia 24701 Phone : 304-324-0652 Url : www.wvva.com Email : asluss@wvva.com Fax : 1--- Audrey Sluss	N	0
57	WXOW/WQOW 3705 County Highway 25 La Crescent, Minnesota 55947 Phone : 507-895-9872 Url : www.wxow.com Email : twopat@wxow.com Fax : 1--- Theresa Wopat	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>32</b>

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## III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	10/13/2011	Participation in events or programs sponsored by educational institutions	Baldwin School held "Young Authors Day" on 10/13/11. Local business leaders and authors gave talks and or demonstrations on the importance of reading and writing skills. Three of our staff discussed career opportunities in broadcasting and how the reading and writing skills aided them in successfully landing a job in the media as well as their use of these skills everyday.	3	Multi Media Journalist Anchor/Reporter Anchor	0.25
2	10/21/2011	Participation in Job Fairs	Quincy Senior High School hosted a mini job fair for Sophomores, Juniors and Seniors on 10/21/11. Students were able to fill out applications if applicable and to learn about the opportunities available in our station as well as our sister stations. Questions regarding education and experience were answered by our staff manning the table.	2	Administrative Assistant VP/General Manager	0.25
3	11/2/2011	Provision of training to management	Presentation on Diversity in the Workplace and Recruiting for Full Time Positions was given by Donna Vancil, Administrative Assistant to 6 other management personnel.	6	VP/GM News Director TV Operations Mgr Sales Mgr	1.00
4	2/3/2012	Establishment of an intern program designed to assist members of the community	Quincy Newspapers Inc has in place a "Quinternship" Program company-wide. We had three interns since February 3, 2012. Two were in the News Dept and worked side-by-side with current employees, were critiqued by the News Director and completed on-air reports and edited video for stories during their stay. One was in the Engineering/Production Dept and learned how to operate the audio board and run News casts.	2	Reg Operations Mgr News Director	1.00
5	3/5/2012	Participation in other activities designed by the station employment unit	Storm Spotters Seminar - Ntl Weather Service, local Red Cross, Medical Reserve Corps, Adams County Emergency Management and Quincy Fire Department CERT Personnel along with our 3 meteorologists presented this seminar to train local citizens to become certified StormSpotters to aide our meteorologists in the tri-states area when inclement weather is happening.	8	Meteorologists Adams Cty Emergency Management Red Cross, Medical Reserve Corps Qcy Fire Dept, Ntl Weather Service	1.00

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
6	3/15/2012	Participation in other activities designed by the station employment unit	Culver Stockton held a storm spotters training class. Jim Kramper from the Ntl Weather Service presented course material. Three meteorologists from WGEM were in attendance to help with Q&A. 125 in attendance.	4	Ntl Weather Service WGEM Meteorologist WGEM Meteorologist WGEM Meteorologist	1.00
7	3/20/2012	Participation in Job Fairs	Culver Stockton College in Canton, MO held a Career & Internship Fair from 10a-1p.	2	Administrative Assistant VP/General Manager	0.25
8	3/22/2012	Participation in Job Fairs	Quincy University hosted a speed networking career fair event on 3/22/12. Students were provided information on the company and access to job vacancies for the entire QNI company.	1	Dir Human Resources, SPHR	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>5.00</b>